

## HR Round Table Hot Topics

### Discussions:

#### Policies

- What changes have you made to your handbook recently? Is your handbook accessible to anyone on your website?
- How does your City address ADA issues once FMLA exhausted?
- CDL issues (when required to obtain within specific period of time from hire) What if unable to obtain?
  - How do you communicate pre-hire/during interviews?
  - Non-US citizen unable to get CDL...anyone dealt with this?
- FMLA Administration Methods
- HIPAA Administration Methods
- CDL issues (when required to obtain within specific period of time from hire)
  - What if unable to obtain?
  - How do you communicate pre-hire/during interviews?

#### Compensation

- Compensation Studies/ Consultants
- Anticipated Budget Impacts
  - Merit increases
  - COLAs

#### Health Insurance

- What are some innovative methods your City is using to reduce healthcare costs?

#### Wellness

- Share any creative and successful health fair ideas and offerings your city uses.
- Does your City provide wellness incentives? Is there concern about how the EEOC rulings may impact those incentives?

#### Employee Recognition

- What types of recognition programs does your City have?
- Share any creative and successful employee award nomination motivators (how to get more employees to nominate) that your city has.

### Background Checks/Drug Screens

- What types of pitfalls are you experiencing with Background Checks and Drug Screens?
  - Who is conducting drugs screens on site?

### Training

- What types of training opportunities does your City offer?
- Who does your City partner with to offer training?

### Employee Relations

- What are the steps your City typically takes to investigate a complaint? How do you decide if something needs to be investigated?
- What, if anything, does your city communicate regarding holiday parties? In general, we are aware of the dangers created by holiday parties with respect to potential sexual harassment claims and alcohol-induced issues. Have you experienced any mention of religious discrimination or harassment regarding holiday events or decorations?
- Addressing Mental Health Issues in the workplace
- Workplace Violence
- Employee Retention
- New Hire Orientations

### TMHRA Updates

- Ask a TMHRA board member to attend and give updates on the latest news/initiatives and training with TMHRA.